

# Special Session

<b>Agenda Item #</b>	11 and 12
<b>Meeting Date</b>	June 6, 2005
<b>Prepared By</b>	Wayne Hobbs
<b>Approved By</b>	Barbara B. Matthews City Manager

<b>Discussion Item</b>	Ordinances implementing Pay Scales with a Market Adjustment of 2.5% effective July 1, 2005.
<b>Background</b>	<p>The compensation plan for City staff which was approved by Council and implemented in FY 00, provides for a Market Adjustment to be implemented on July 1, 2005 for FY 06. The Market Adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2004 Index shows an increase of 2.1%. The AFSCME Collective bargaining agreement requires a minimum increase of 2.5%.</p> <p>The attached ordinances approve the pay scales for FY 06, effective July 1, 2005 and reflect a market adjustment of 2.5%.</p> <p>Since negotiations with Local 400 representing the police officers is on-going, the ordinance adopting a new police pay scale will be proposed after a new collective bargaining agreement has been ratified.</p> <p>Past ordinances adopting pay scales for non-union employees have followed the same process as called for in the collective bargaining agreements.</p>
<b>Policy</b>	Title 4, Chapter 4.04.180 through 4.04.220 of the City Code, and the Collective Bargaining Agreement between the City of Takoma Park and AFSME Local 3399.
<b>Fiscal Impact</b>	Funds to implement the pay increases have been included in the proposed FY 06 Budget.
<b>Attachments</b>	<p>1. Proposed Ordinance 2005-__, amending the Pay Scale for Management Staff and Staff who are not covered by a Collective Bargaining Agreement.</p> <p>2. Proposed Ordinance 2005-__ , amending the Pay Scale for Staff who are covered by the AFSCME Collective Bargaining Agreement.</p>
<b>Recommendation</b>	Staff recommends that the Council accept these Ordinances at first reading.
<b>Special Consideration</b>	None.

**EMPLOYEE PAY SCALE - FY 06**                      **Ordinance No. 2005 -**  
**For Management Staff and Staff who are not covered**  
**by a collective bargaining agreement.**  
**2.5% Market Adjustment Effective July 1, 2005**

<b>GRADE</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>Mkt Point</b>	<b>Maximum</b>
21	Annual Hourly	\$24,895 \$11.97	\$25,642 \$12.33	\$26,411 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$33,111 \$15.92
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$35,097 \$16.87
23	Annual Hourly	\$27,972 \$13.45	\$28,811 \$13.85	\$29,676 \$14.27	\$30,566 \$14.70	\$31,483 \$15.14	\$37,203 \$17.89
24	Annual Hourly	\$29,651 \$14.26	\$30,540 \$14.68	\$31,456 \$15.12	\$32,400 \$15.58	\$33,372 \$16.04	\$39,435 \$18.96
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,344 \$16.51	\$35,374 \$17.01	\$41,801 \$20.10
26	Annual Hourly	\$33,315 \$16.02	\$34,315 \$16.50	\$35,344 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$44,309 \$21.30
27	Annual Hourly	\$35,314 \$16.98	\$36,374 \$17.49	\$37,465 \$18.01	\$38,589 \$18.55	\$39,747 \$19.11	\$46,968 \$22.58
28	Annual Hourly	\$38,846 \$18.68	\$40,011 \$19.24	\$41,211 \$19.81	\$42,448 \$20.41	\$43,721 \$21.02	\$51,665 \$24.84
29	Annual Hourly	\$42,730 \$20.54	\$44,012 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,093 \$23.12	\$56,831 \$27.32
30	Annual Hourly	\$49,140 \$23.62	\$50,614 \$24.33	\$52,132 \$25.06	\$53,696 \$25.82	\$55,307 \$26.59	\$65,356 \$31.42
31	Annual Hourly	\$56,511 \$27.17	\$58,206 \$27.98	\$59,952 \$28.82	\$61,751 \$29.69	\$63,603 \$30.58	\$75,159 \$36.13
32	Annual Hourly	\$64,987 \$31.24	\$66,937 \$32.18	\$68,945 \$33.15	\$71,014 \$34.14	\$73,144 \$35.17	\$86,433 \$41.55

Introduced by: Councilmember

First Reading:  
Second Reading:

**ORDINANCE NO. 2005-**  
**An Ordinance to Adopt an FY06 Pay Plan**  
**for Staff Who are Covered by the AFSCME Collective Bargaining Agreement**

**WHEREAS,** the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

**WHEREAS,** the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

**WHEREAS,** the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2005; AND

**WHEREAS,** the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

**WHEREAS,** the Collective Bargaining Agreement requires a minimum increase of 2.5%.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT** the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this     day of             , 2005 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

**EMPLOYEE PAY SCALE - FY 06****Ordinance No. 2005-****Staff who are covered by the Collective  
Bargaining Agreement with AFSCME****2.5% Market Adjustment Effective July 1, 2005**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,895 \$11.97	\$25,642 \$12.33	\$26,411 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$37,841 \$18.19
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$40,111 \$19.28
23	Annual Hourly	\$27,972 \$13.45	\$28,811 \$13.85	\$29,676 \$14.27	\$30,566 \$14.70	\$31,483 \$15.14	\$42,518 \$20.44
24	Annual Hourly	\$29,651 \$14.26	\$30,540 \$14.68	\$31,456 \$15.12	\$32,400 \$15.58	\$33,372 \$16.04	\$45,069 \$21.67
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,344 \$16.51	\$35,374 \$17.01	\$47,773 \$22.97
26	Annual Hourly	\$33,315 \$16.02	\$34,315 \$16.50	\$35,344 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$50,639 \$24.35
27	Annual Hourly	\$35,314 \$16.98	\$36,374 \$17.49	\$37,465 \$18.01	\$38,589 \$18.55	\$39,747 \$19.11	\$53,678 \$25.81
28	Annual Hourly	\$38,846 \$18.68	\$40,011 \$19.24	\$41,211 \$19.81	\$42,448 \$20.41	\$43,721 \$21.02	\$59,046 \$28.39
29	Annual Hourly	\$42,730 \$20.54	\$44,012 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,093 \$23.12	\$64,950 \$31.23
30	Annual Hourly	\$49,140 \$23.62	\$50,614 \$24.33	\$52,132 \$25.06	\$53,696 \$25.82	\$55,307 \$26.59	\$74,693 \$35.91
31	Annual Hourly	\$56,511 \$27.17	\$58,206 \$27.98	\$59,952 \$28.82	\$61,751 \$29.69	\$63,603 \$30.58	\$85,896 \$41.30

Introduced by: Councilmember

First Reading:  
Second Reading:

**ORDINANCE NO. 2005-  
An Ordinance to Adopt an FY06 Pay Plan  
for Staff Who Are Not Covered By A Collective Bargaining Agreement**

**WHEREAS,** the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein; AND

**WHEREAS,** the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

**WHEREAS,** the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

**WHEREAS,** the Collective Bargaining Agreements require a minimum increase of 2.5%; AND

**WHEREAS,** the City wishes to provide benefits to non-union employees that equate to those received by union employees.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT** the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this      day of      , 2005 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT: